

# A Coming Crisis in Teaching?

## Teacher Supply, Demand, and Shortages in the U.S.



# National Headlines, 2016

Teacher shortage keeps area schools scrambling

Washington not alone in hunt for teachers, new report says

Oklahoma school districts look to fill 500 teacher vacancies

Teacher shortage at public schools

Fewer qualified applicants for certified teaching positions

Florida facing teacher shortages in many districts as new school year begins

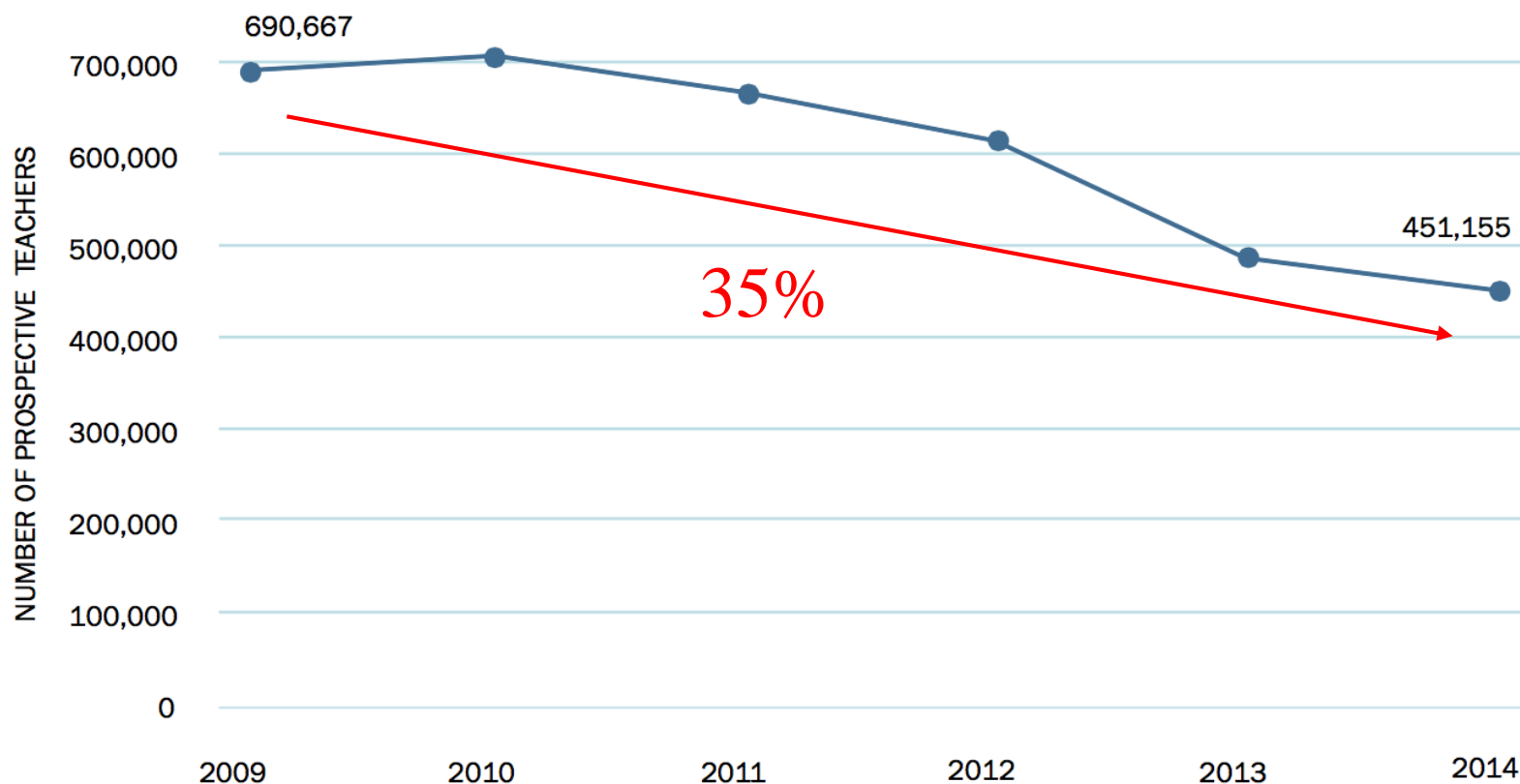
Help Wanted: Teacher-Shortage Hot Spots

In Utah, schools can now hire teachers with no training whatsoever

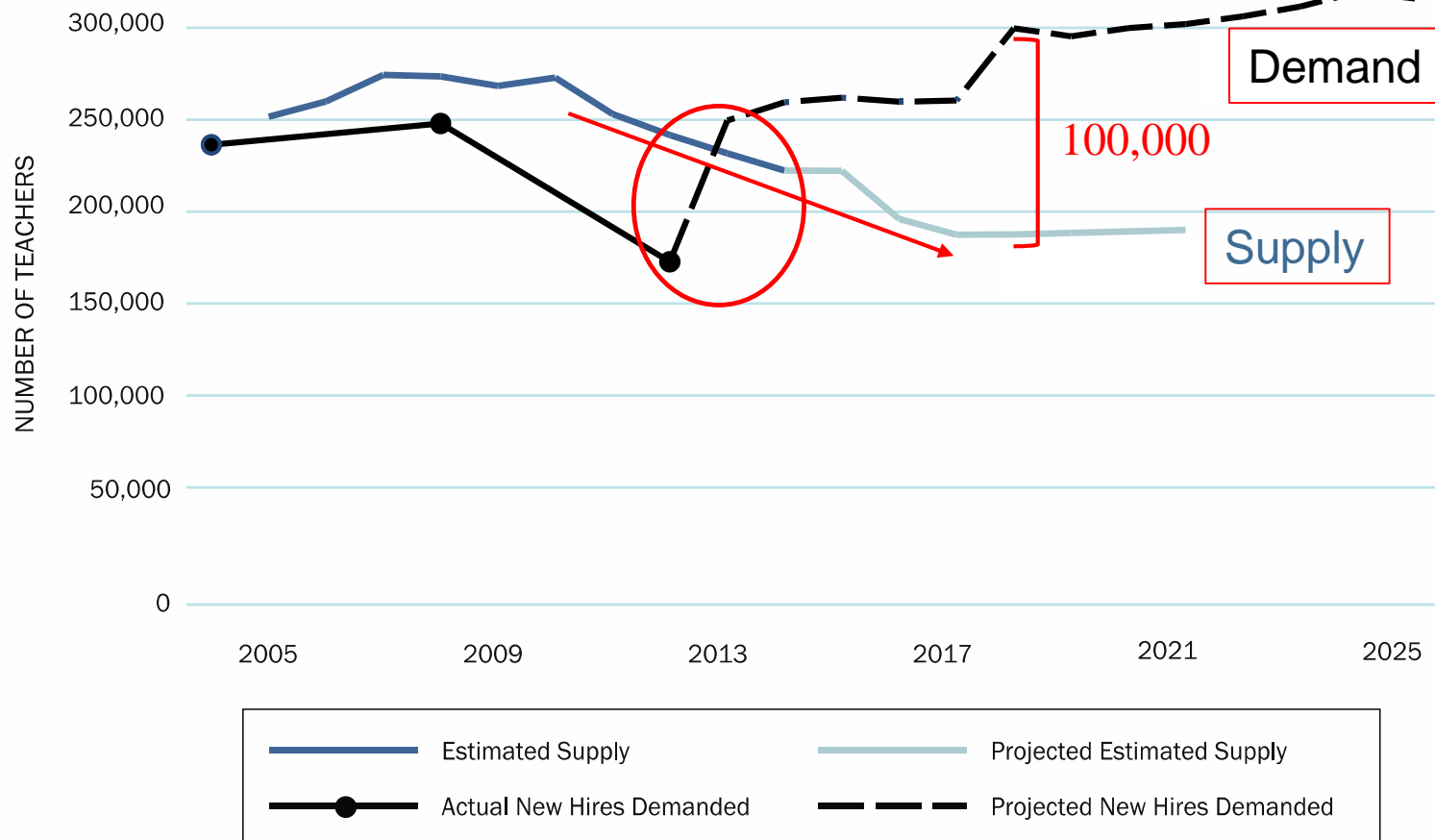
RPS dealing with teacher shortage as first day of school looms

Teacher, staff shortage looms as school begins

# Teacher Preparation Enrollments Down Nationally

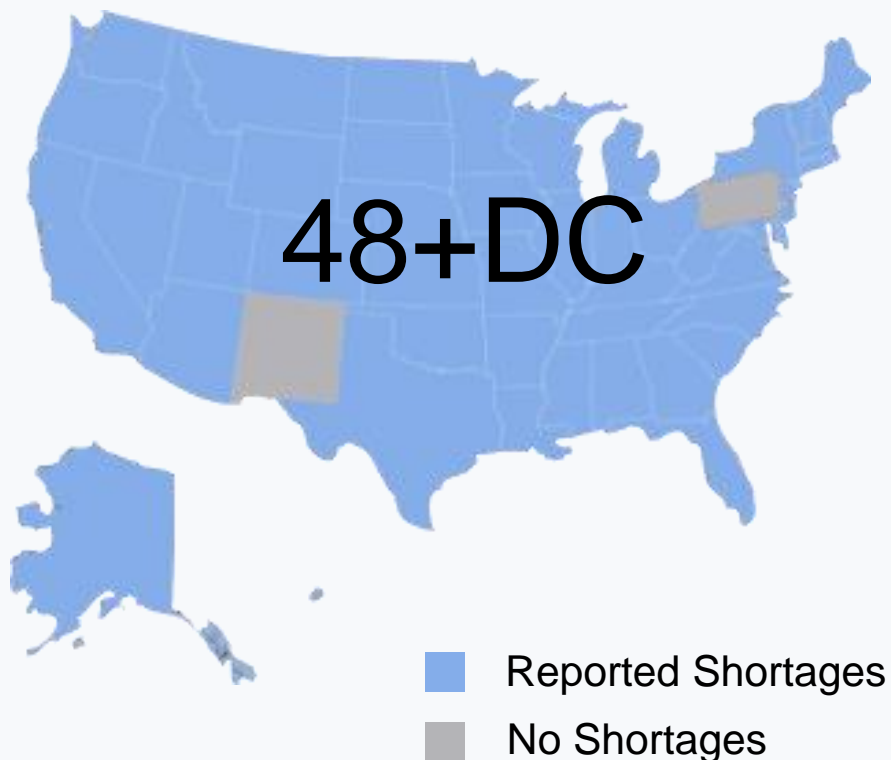


# National Supply and Demand Imbalance

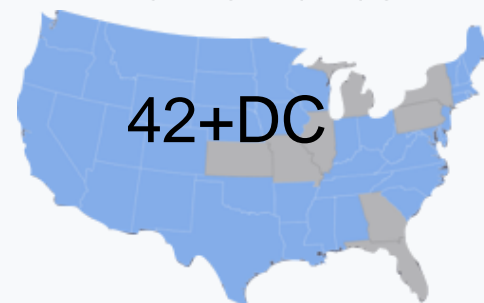


# Shortages Vary by Subject Area

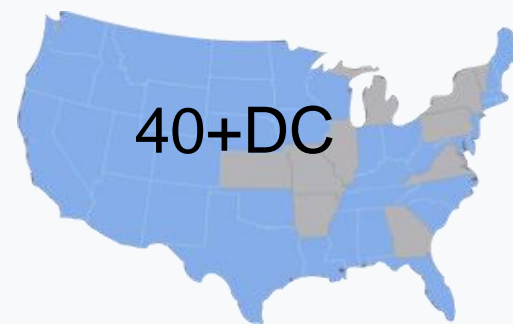
Special Education



Mathematics



Science

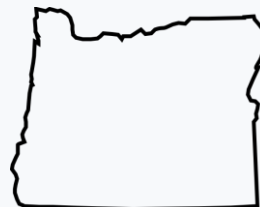


# Shortages Vary by State



## Arizona

- Low-salary competitiveness  
62% of non-teacher salary
- Below-average working conditions
- High teacher attrition—19%

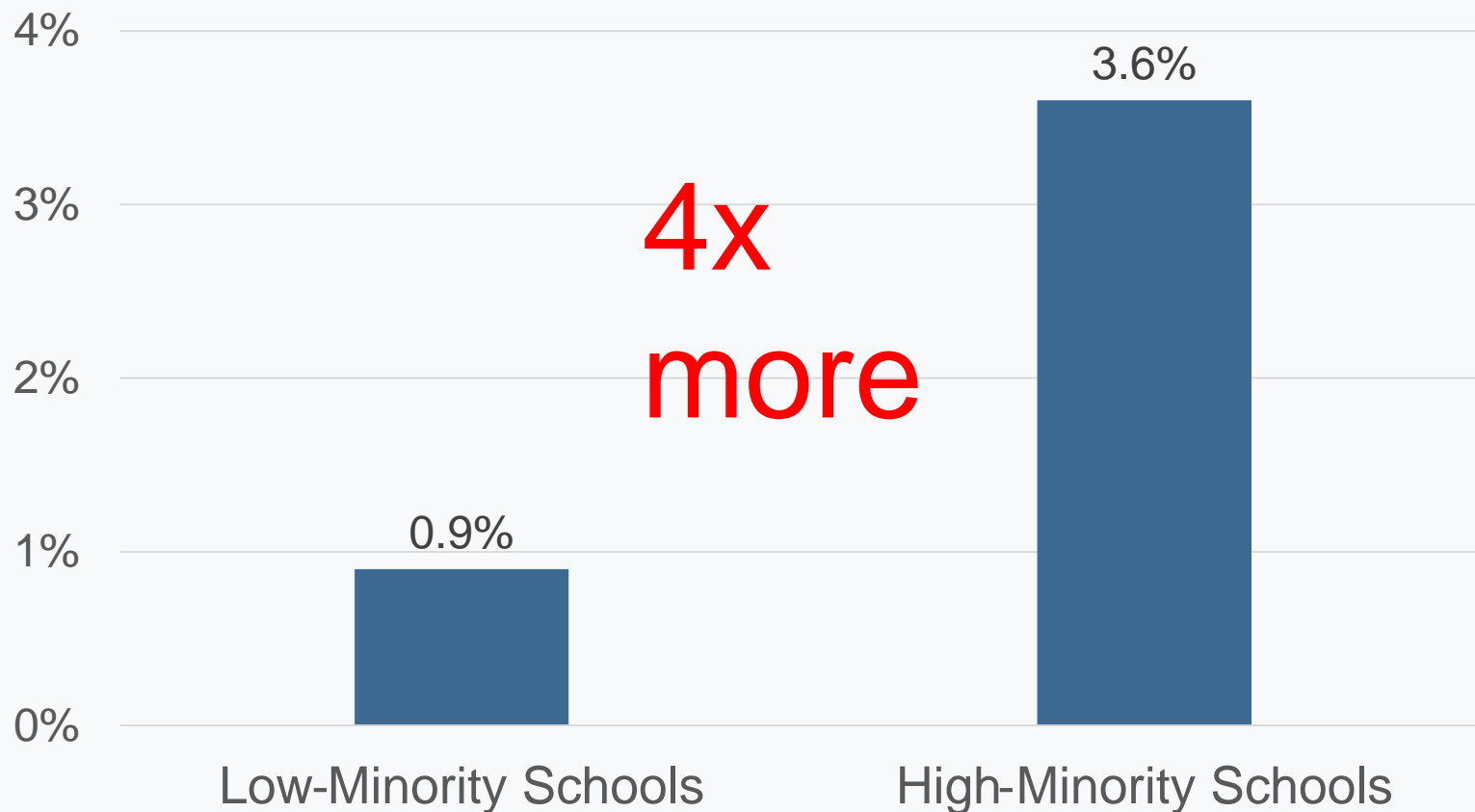


## Oregon

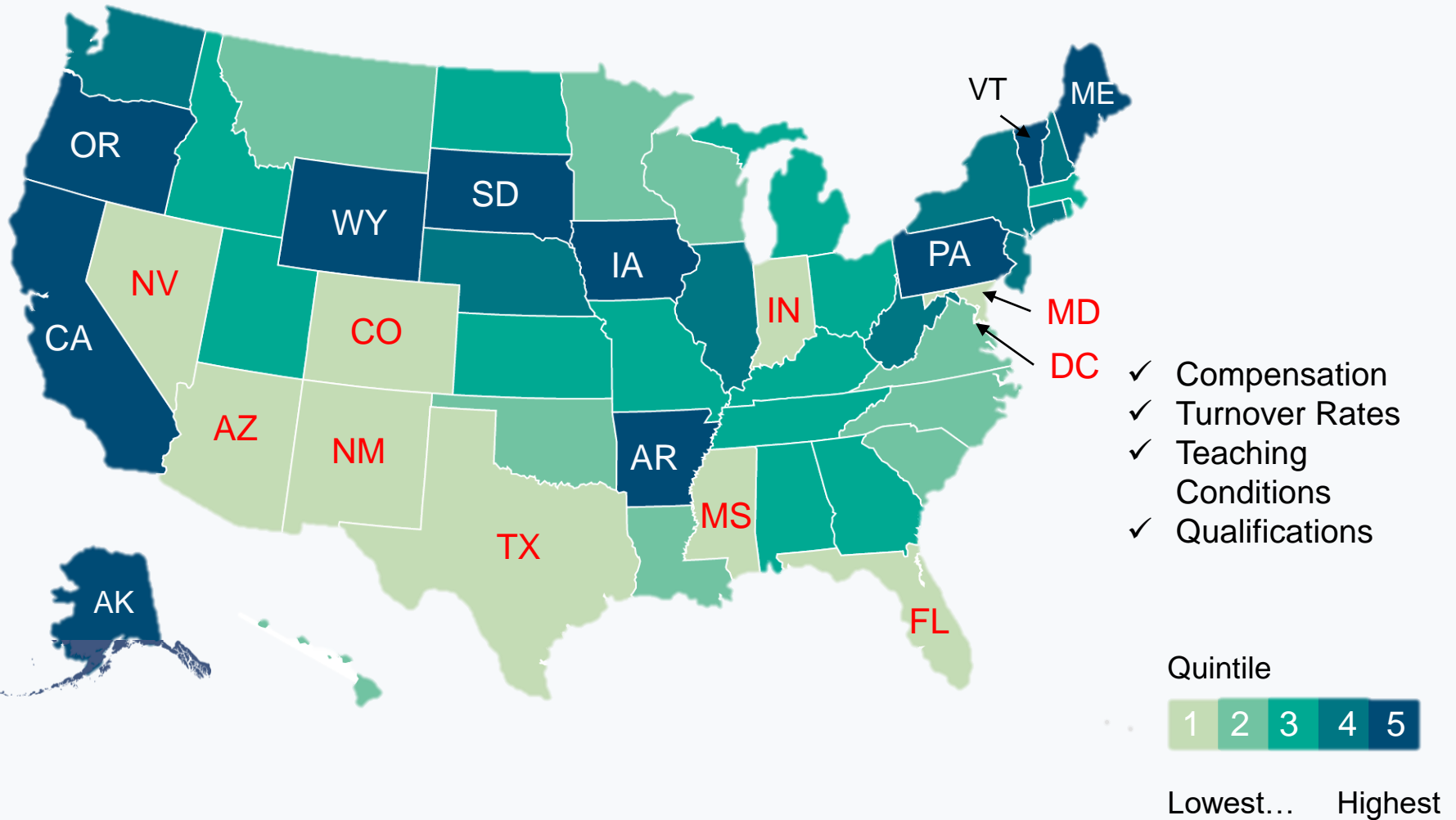
- Above average salary competitiveness 75%
- Top working conditions
- Low teacher attrition—7%

# Shortages Vary By School Type

(% uncertified teachers – OCR data)



# Teaching Attractiveness Varies Across States

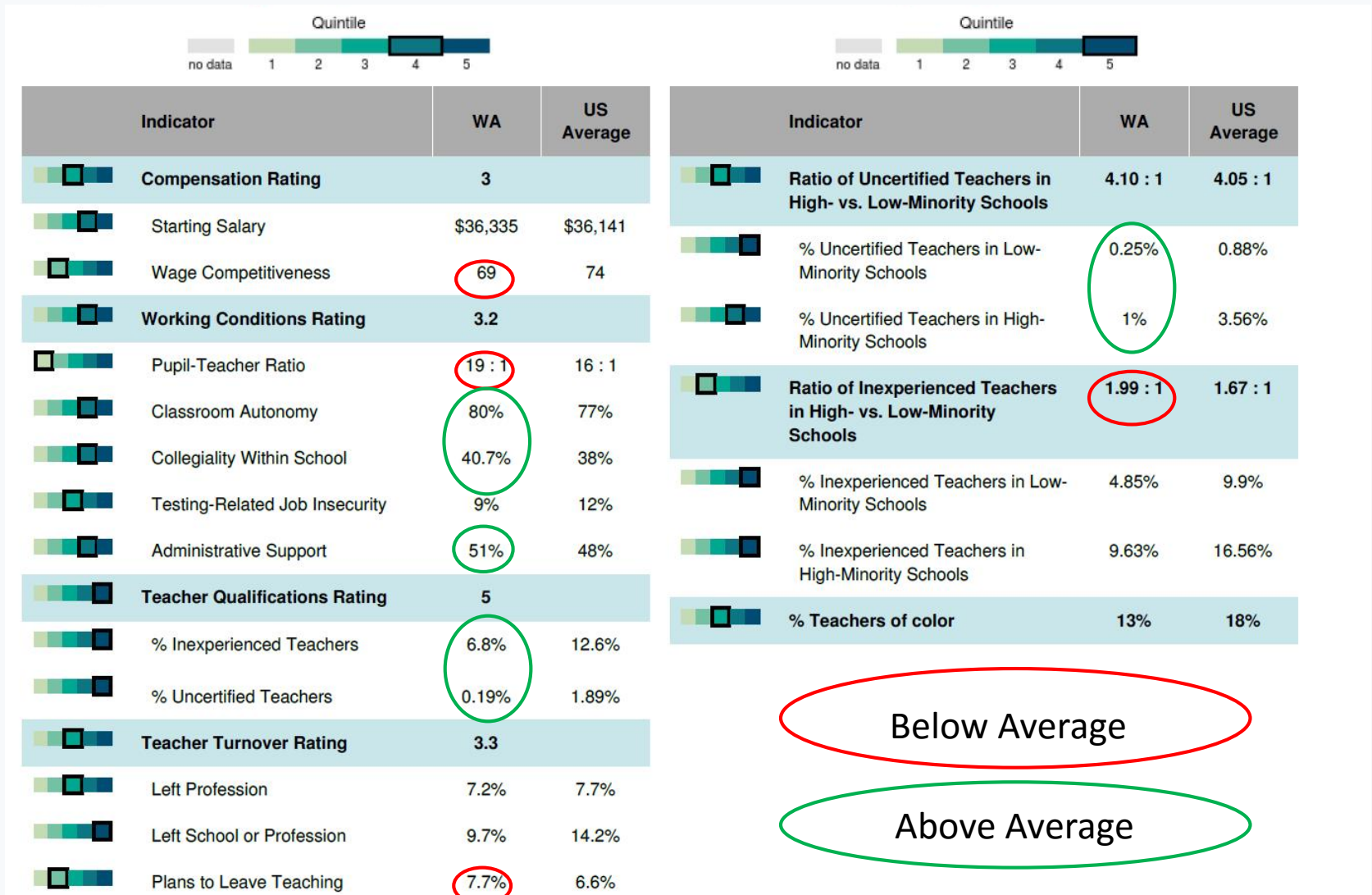




# Washington State

## Teaching Attractiveness = 3.5 / 5

Equity = 4 / 5



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# What Matters in Recruiting and Retaining Teachers

- Compensation
- Preparation
- Mentoring and Induction
- Teaching Conditions

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# Compensation

- U.S. teachers make about 20% less than other college graduates; 30% by mid-career.
- Salaries have lost ground since the 1990s
- Average starting salaries in 2013 ranged from \$27,000 (MT) to \$44,000 (AK)
- In more than 30 states, a mid-career teacher heading a family of 4 is eligible for several forms of government assistance

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# How Resources Matter

Alishia Morris, a 4<sup>th</sup>-grade teacher who transferred from Oklahoma to an Arkansas district 15 miles away:

*“It wasn’t the school’s fault. If it was, it wouldn’t have been so difficult for me to leave. It’s just that Arkansas has more resources—they just make teaching easier.”*

- A 25% + increase over her \$33,500 previous salary
- Reading and math facilitators to support instruction
- \$500 annual allowance for classroom materials.

# Preparation and Mentoring

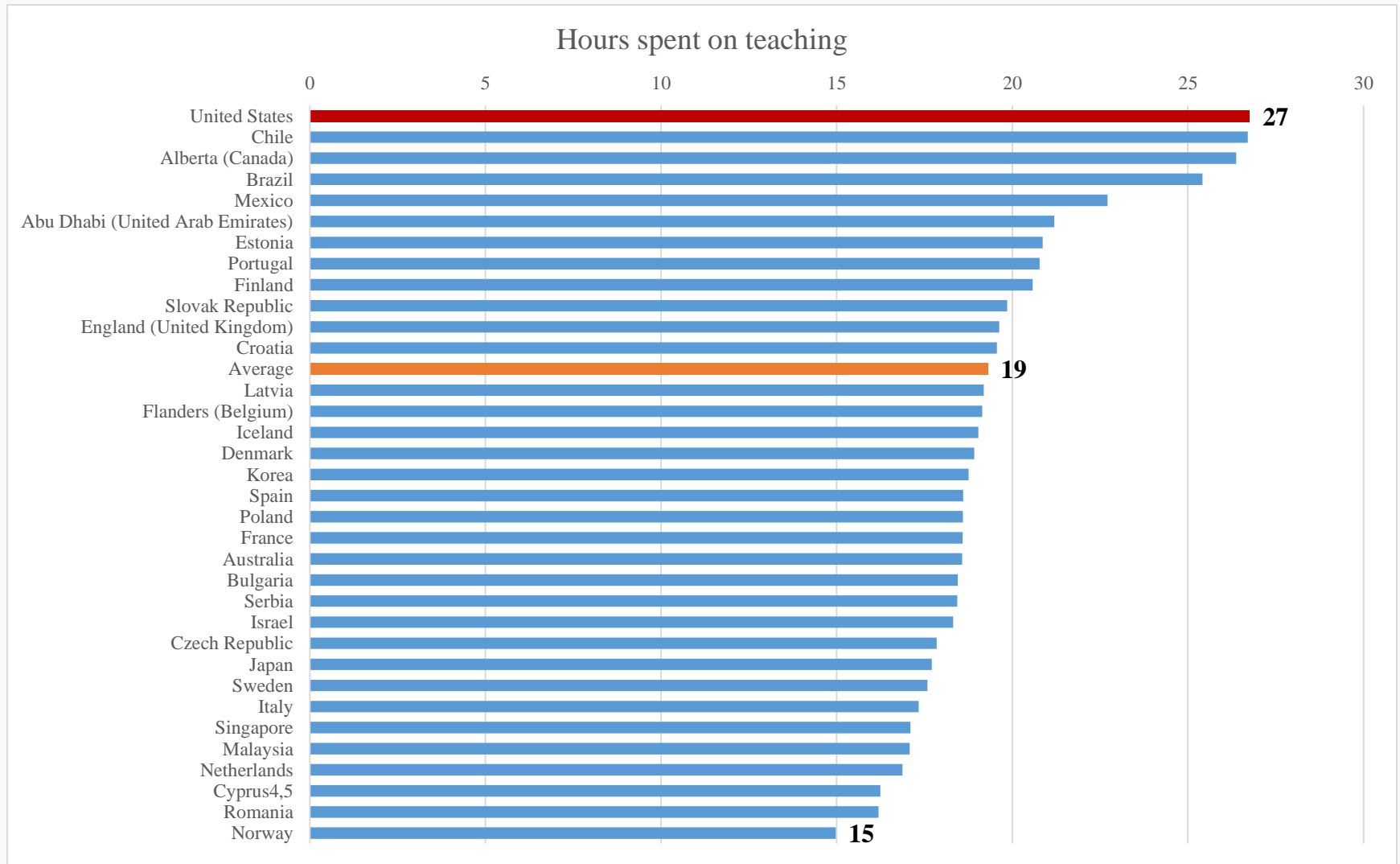
- Preparation and early mentoring strongly influence teacher effectiveness and retention:
  - Teachers who are unprepared leave within a year at 2-3 times the rates of those who are well-prepared.
  - Those who receive high-quality mentoring and induction stay at twice the rate of those who receive little.
- Funding for both has declined:
  - The debt load for preparation has increased.
  - Only about 2/3 of teachers receive comprehensive preparation before entering.
  - Fewer teachers receive mentoring + principal support (down from 75% in 2008 to 59% by 2012).

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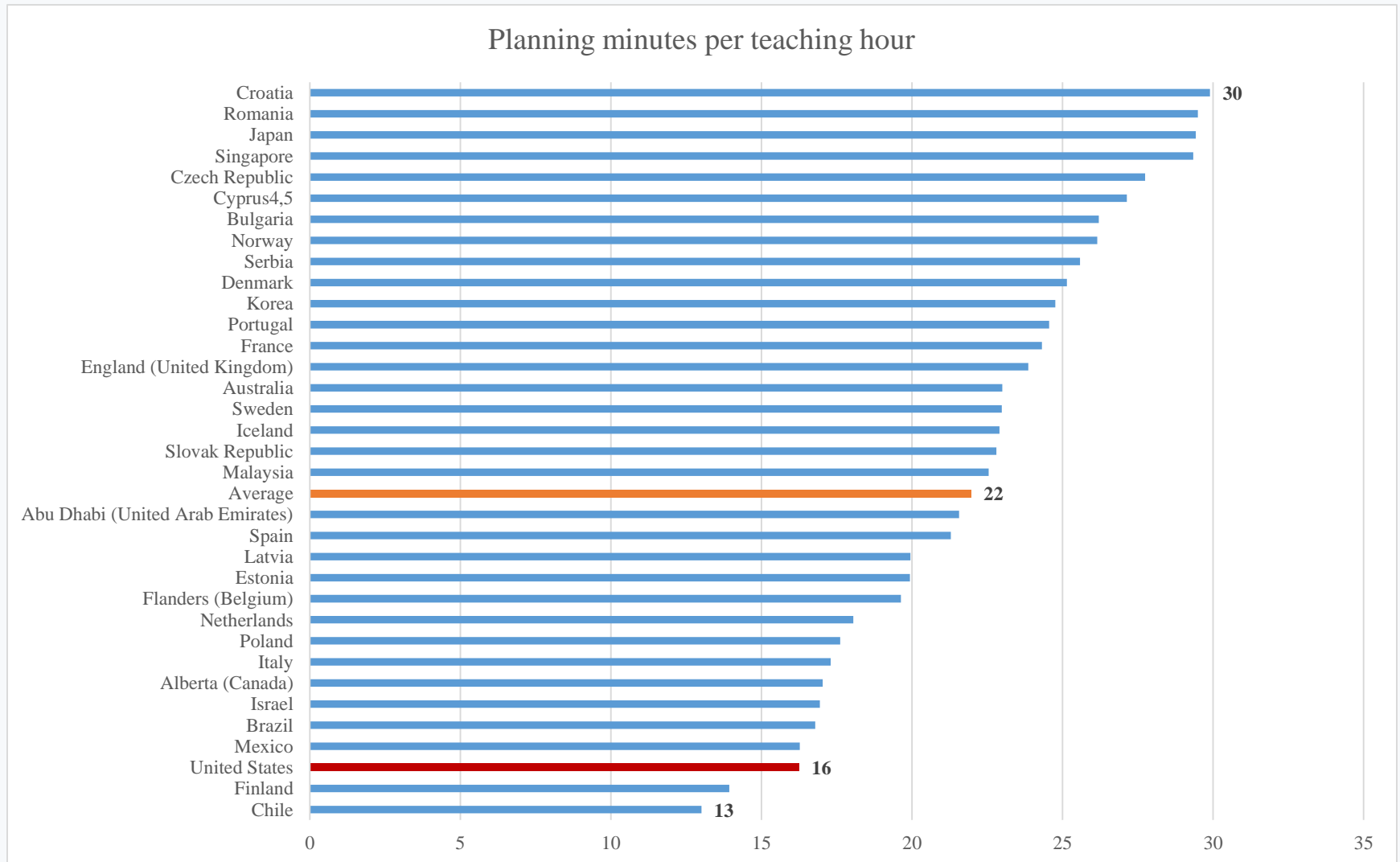
# Teaching Conditions

- Resources for teaching declined during the recession; most states are still spending less in constant dollars than in 2007
- Growth in child poverty, homelessness, and trauma makes teaching more challenging
- U.S. teachers have more teaching hours and less planning time than others in the world
- Only 15% of teachers report collaborative work environments, down from 30% in 2000

# U.S. Teachers Teach the Most Instructional Hours



# US Teachers Have Far Less Planning & Collaboration Time



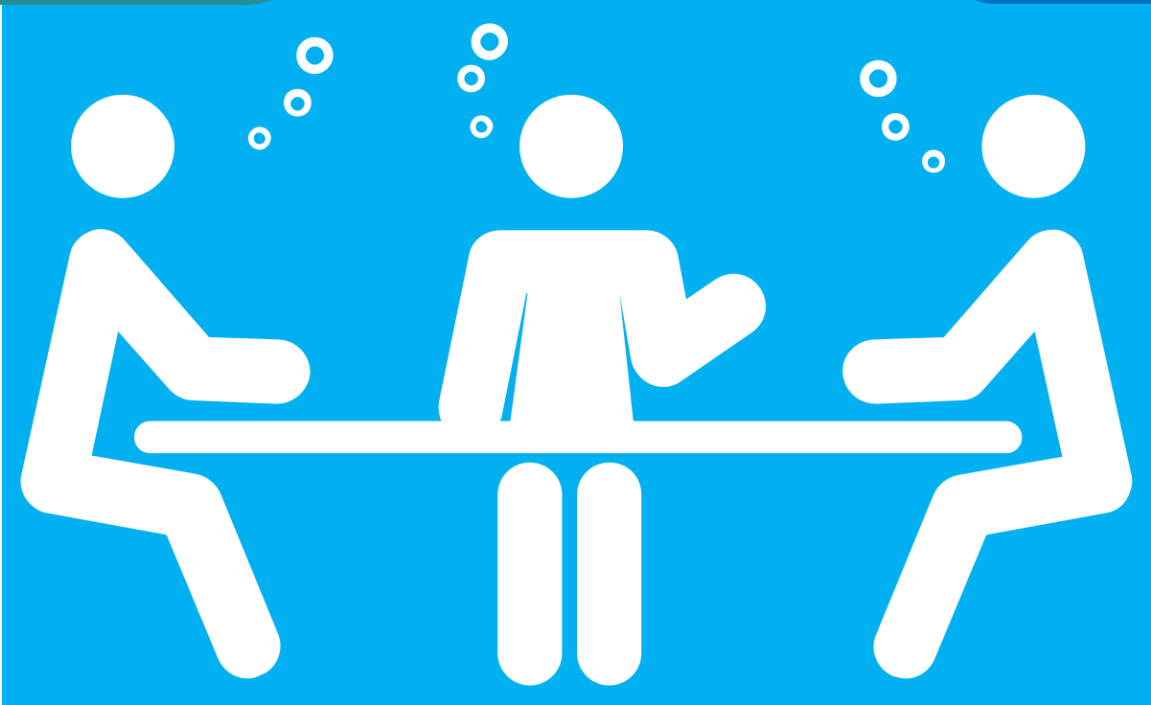


OECD Findings: Collaboration drives improvement & satisfaction / retention

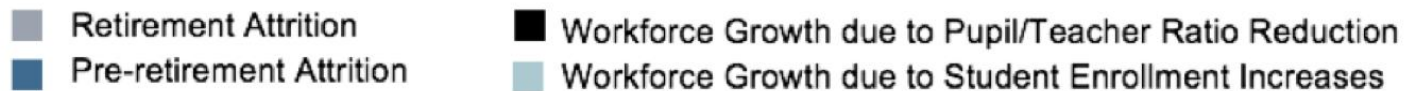
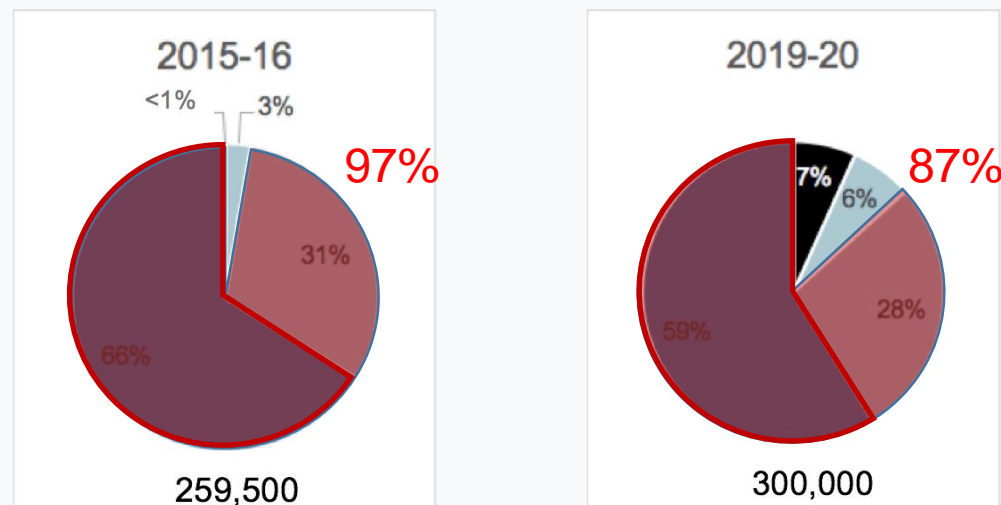
The more frequently teachers participate in *collaborative practices* with their colleagues,

the higher their level of *self-efficacy and job satisfaction.*

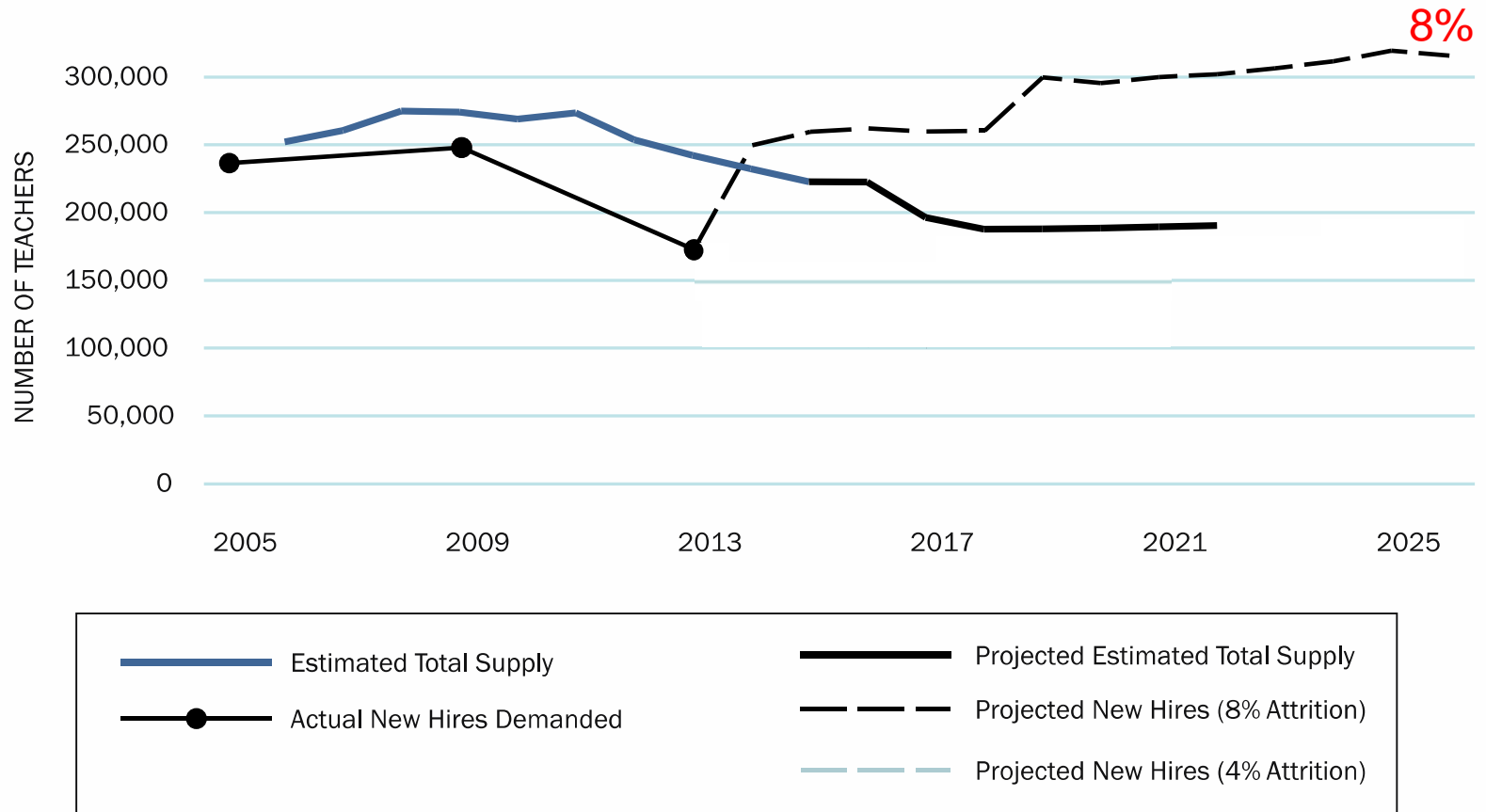
And the more likely they are to use innovative practices.



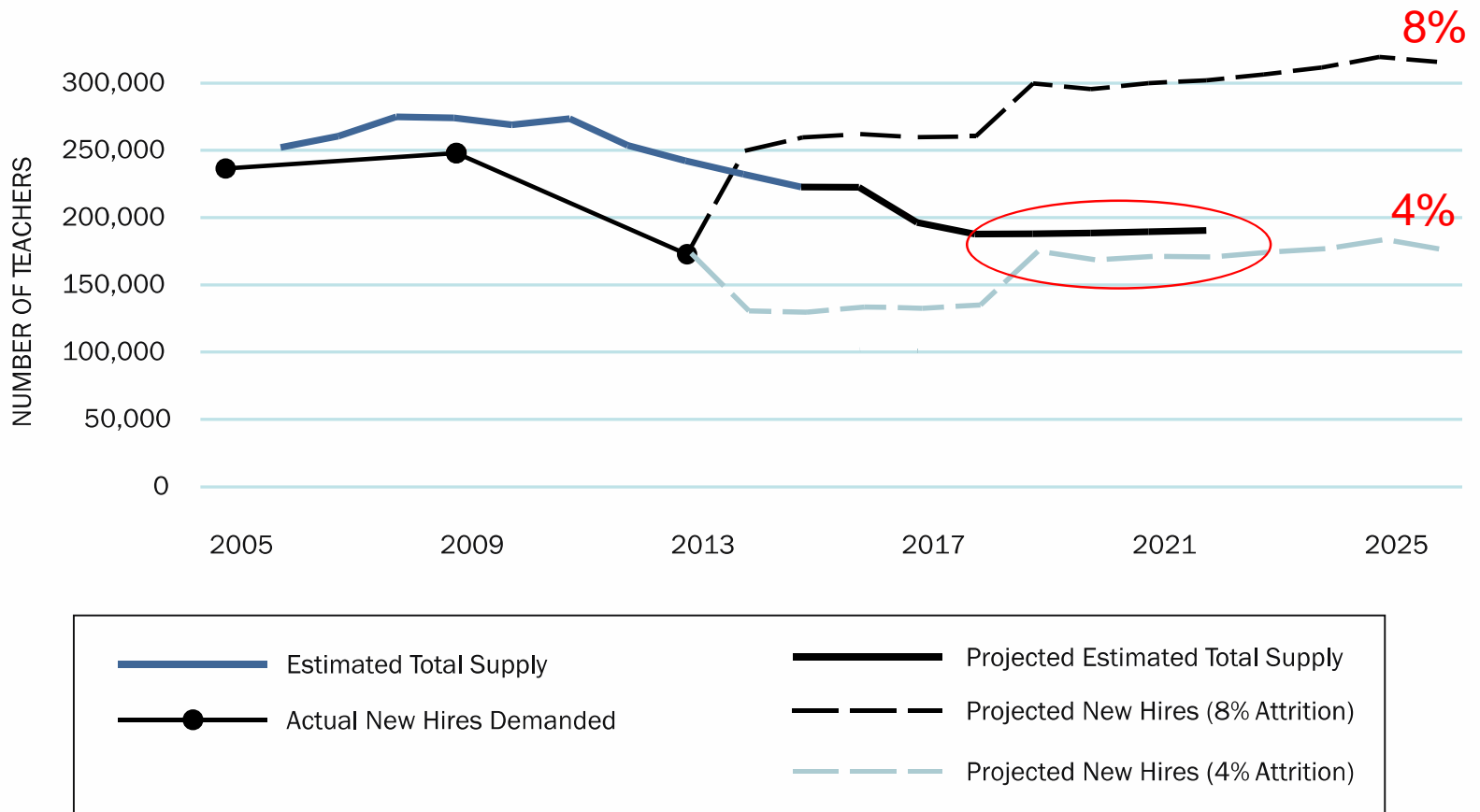
# Teacher Attrition Drives Teacher Demand



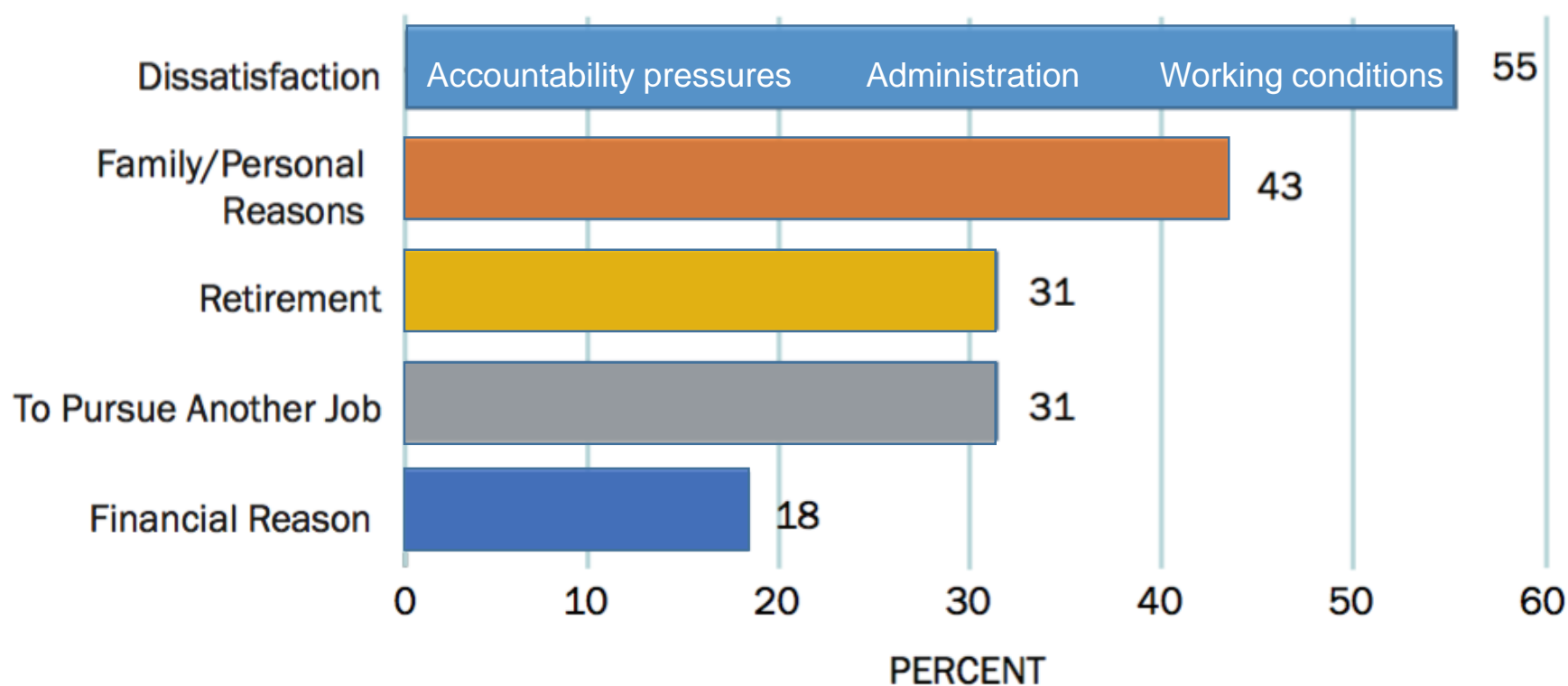
# The Importance of Attrition



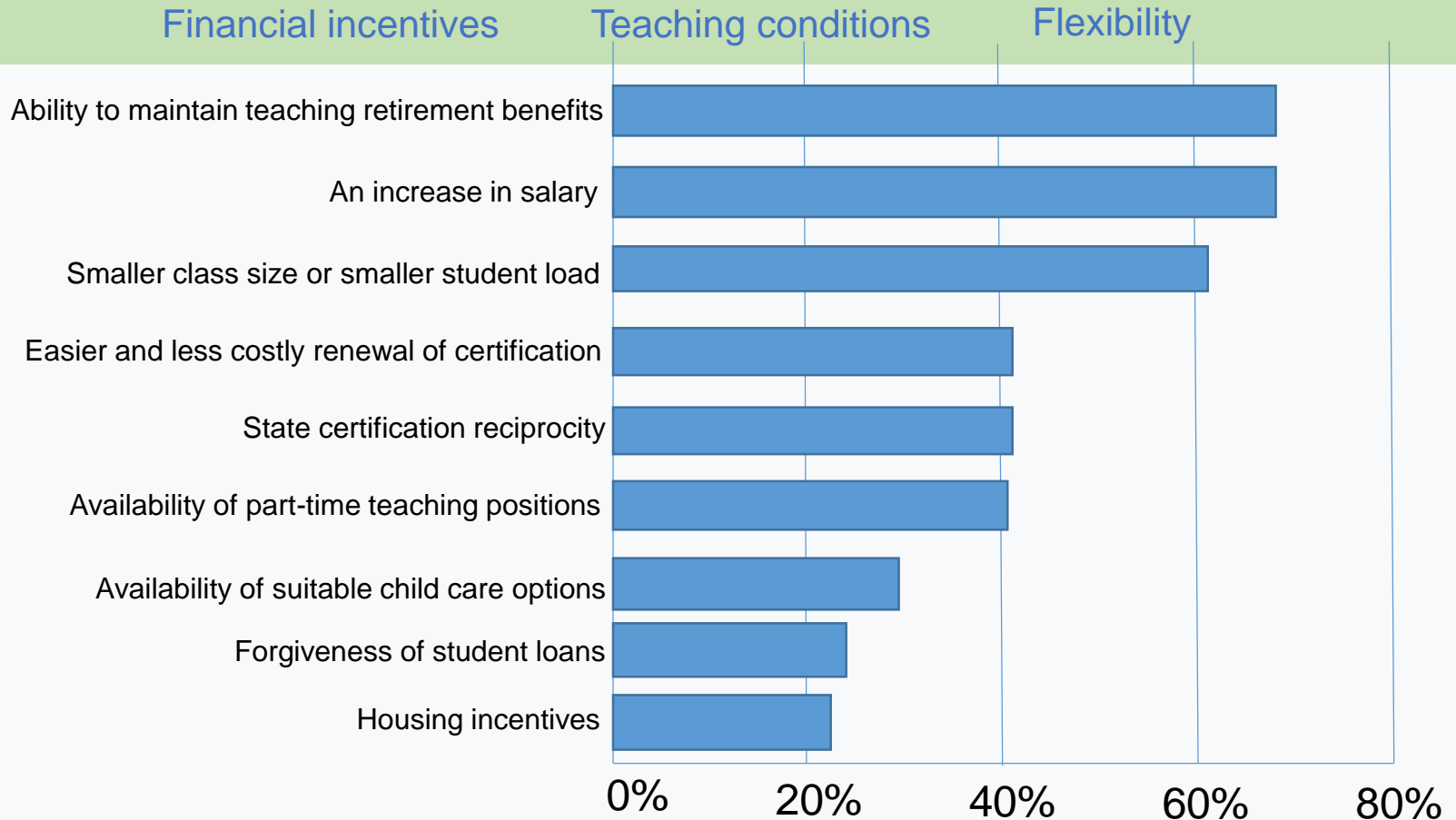
# The Importance of Attrition



# Types of Reasons Given by Teachers for Leaving the Profession



# What would bring leavers back?



## Better compensation packages:

- Competitive, equitable salaries
- Financial incentives
  - ✓ Housing
  - ✓ Child care

## Build lasting teacher supply:

- Forgivable loans, scholarships
- High-retention preparation pathways
  - ✓ Strong clinical teacher education
  - ✓ Grow Your Own programs
  - ✓ Teacher Residencies

### Policy recommendations

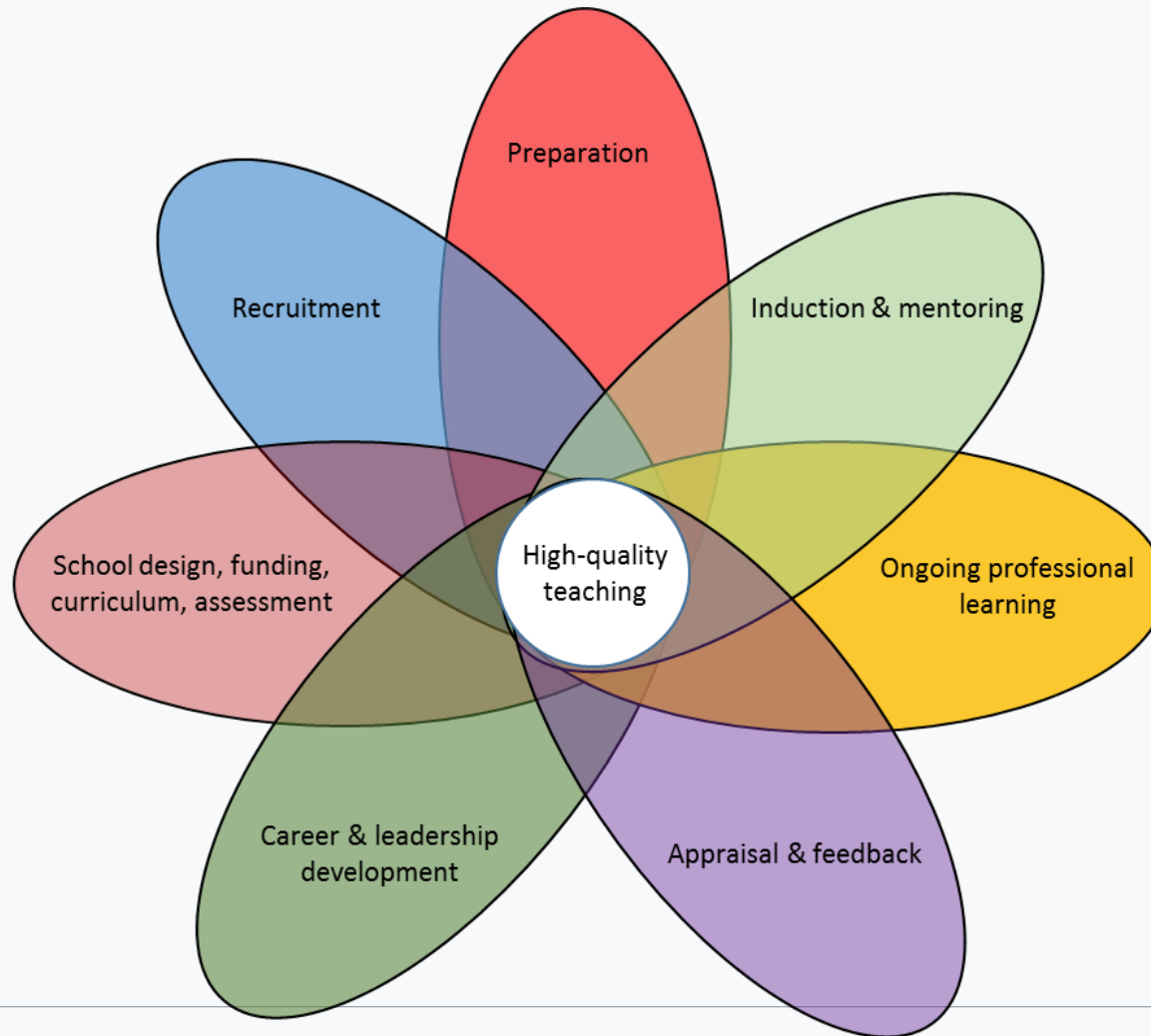
## Improve retention:

- High-quality mentoring
- Collegial work environments
- Administrator training

## Enhance mobility:

- License reciprocity
- Pension portability

# Elements of a Teaching Quality System





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## This Problem Has Been Solved Before

In the 1990s, CT and NC both eliminated shortages and increased achievement by:

- Increasing and equalizing salaries
- Offering service scholarships and loans
- Raising standards for teacher preparation
- Introducing strong mentoring systems
- Offering high-quality professional development
- Training principals to support teaching

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# We Can Solve it Again

“For the past decade, I’ve worked at a school where 97 percent of the children qualify for free and reduced-price lunch. I stay because the school climate is good for children and teachers alike. I stay because my principal is wonderful, supports us, does what’s best for children, and because I trust her. I stay because my colleagues are gifted teachers and good company and because I continually learn from them.”

-- Kirsten Ragatz, 20-year Minneapolis teacher